

## EMPLOYEE RELATIONS COMMITTEE MINUTES

September 3, 2009

The Employee Relations Committee of the Grant County Board of Supervisors met in the Grant County Administration Building, Room 266, Lancaster, WI, on Thursday, September 3, 2009, at 10:00 a.m.

The meeting was called to order by Chair Maynard Behncke. John Patcle, seconded by Larry Wolf, moved that the meeting was in compliance with the open meeting law. Motion carried unanimously.

The roll was called and a quorum was present. The following committee members were present: Maynard Behncke, Tony Runde, Robert Keeney, Larry Wolf and Lester Jantzen. Also in attendance were County Board Chair John Patcle and Personnel Director Joyce Roling.

Lester Jantzen, seconded by Robert Keeney, moved to approve the agenda. Motion carried unanimously.

Maynard Behncke, seconded by Tony Runde, moved to approve the August 6 and August 11, 2009 minutes. Motion carried unanimously.

### Reclassification Request

Marilyn Pierce and Louise Ketterer were present to request a reclassification for the Deputy Register of Deeds and the Deputy Treasurer from a pay range 8 to an 8.5.

The committee reviewed the guidelines and differences of a reclassification request and a reallocation request. Robert Keeney stated that although there may be a significant change in duties with the Deputy Treasurer, there may not be for the Deeds. However, this has already been determined as an equity issue and the Finance Committee has recommended the request for approval. Robert Keeney also stated that the county already tried to equalize the pay when reducing the Deputy County Clerk position from a pay range 9 to a pay range 8 but that didn't last long; the union grieved and the county settled for a pay range 8.5.

Robert Keeney, seconded by Maynard Behncke, moved to approve the request as recommended by the Finance Committee. Further discussion pursued and a roll call vote was taken which resulted in a unanimous yes vote, therefore the motion passed. Lester Jantzen directed the job description for the Deputy Treasurer be changed to reflect additional duties.

### Roll Call Vote

Tony Runde	Yes
John Patcel	Yes
Maynard Behncke	Yes
Robert Keeney	Yes
Lester Jantzen	Yes
Larry Wolf	Yes

## 2010 Personnel Budget

Joyce Roling distributed the Personnel Budget for 2010. The budget shows an increase of \$6,988 over 2009. The Personnel Department budget is funded 100% by the County and does not have any other revenue source. There are only two people in the department and the main expense is wages and benefits. Each department was asked to produce a budget with no increase over 2009, however, there isn't any place to cut other than wages. John Patcle stated that you can't just cut this department's salary and not anyone else's. Discussion pursued about other one or two person departments that will have the same problem.

Maynard Behncke, seconded by Lester Jantzen, moved to recommend for approval the Personnel Budget as presented - \$165,248. Motion carried unanimously.

## Closed Session

Maynard Behncke, seconded by Lester Jantzen, moved to go into closed session per state statute 19.85 (1) (b) regarding personnel matters and union grievances. Roll call vote was unanimous.

John Patcle, seconded by Larry Wolf, moved to come out of closed session. Motion carried unanimously.

## Directors Report

Joyce Roling updated the committee regarding the dental insurance. The employees were in favor of changing from Assurant to Ameritas effective 1/1/2010. Public Property approved. Employee meetings will be set soon.

## Staffing Update

Joyce Roling discussed the staffing report for this past month. Total Grant County Employees are as follows:

Full time Benefit	283
Regular Part time Benefit	116
Part time	24
Limited term and seasonal	181
TOTAL	604

## Adjournment

Larry Wolf, seconded by Lester Jantzen, moved to adjourn to October 1, 2009 at 10:00 a.m. Motion carried unanimously.